



Legislation Details (With Text)

File #: 141324 **Version:** 1

Type: Ordinance **Status:** Passed

File created: 11/25/2014 **In control:** COMMON COUNCIL

On agenda: **Final action:** 12/16/2014

Effective date:

Title: A substitute ordinance relating to a city disabled employee placement program.

Sponsors: ALD. KOVAC

Indexes: DISABILITY BENEFITS, EMPLOYMENT, GOVERNMENT EMPLOYEES

Attachments: 1. DER Cover Letter, 2. Hearing Notice List, 3. Notice Published on 1-9-15

Date	Ver.	Action By	Action	Result	Tally
11/25/2014	0	COMMON COUNCIL	ASSIGNED TO	Fail	
12/10/2014	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/10/2014	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/10/2014	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/10/2014	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/11/2014	1	CITY CLERK	DRAFT SUBMITTED		
12/15/2014	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
12/16/2014	1	COMMON COUNCIL	PASSED	Pass	14:0
12/29/2014	1	MAYOR	SIGNED		
1/9/2015	1	CITY CLERK	PUBLISHED		

141324
SUBSTITUTE 1

ALD. KOVAC

A substitute ordinance relating to a city disabled employee placement program.

320-35 rp

350-35-7 cr

This ordinance establishes authority for the administration and enforcement of the city's disabled employee placement program within the department of employee relations. This program provides employee placement opportunities for eligible general city employees who are unable to find suitable employment within their departments due to permanent medical restrictions. The department of employee relations shall develop guidelines and procedures to administer the disabled employee placement program and coordinate participation with other benefits, regulations and employment conditions.

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 320-35 of the code is repealed.

Part 2. Section 350-35-7 of the code is created to read:

350-35. Leave of Absence Policies.

7. UNPAID LEAVES OF ABSENCE TO PARTICIPATE IN THE DISABLED EMPLOYEE PLACEMENT PROGRAM.

a. Purpose. The purpose of the disabled employee placement program is to identify and facilitate reassignment opportunities for eligible general city employees who are unable to find suitable employment within their departments due to permanent medical restrictions. The department of employee relations shall process referrals made by appointing authorities and ensure that the referrals and placement decisions are made in accordance with federal and state regulations, and the rules of the city service commission.

b. Eligibility. A referral to the disabled employee placement program shall require a determination by the appointing authority that an eligible employee is unable to perform the essential functions of a job with or without accommodations and that reassignment to an equivalent or lower-level position within the department is not feasible.

c. Participation. A leave of absence for participation in the disabled employee placement program may be granted in increments of 12 months.

d. Administration. The department of employee relations shall develop guidelines and procedures to administer the disabled employee placement program and coordinate participation with other benefits, regulations and employment conditions.

APPROVED AS TO FORM

Legislative Reference Bureau

Date: _____

IT IS OUR OPINION THAT THE ORDINANCE
IS LEGAL AND ENFORCEABLE

Office of the City Attorney

Date: _____

LRB156212-4

Teodros W. Medhin:lp

12/11/2014